

# **EXHIBIT 2486**

(PART 3 of 3)



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## Next Steps

- HR Operating Plan for 2009 to be developed
  - Building plans specific to areas of focus
  - Determine priorities and trade-off decisions
  - Each HR leader will share more



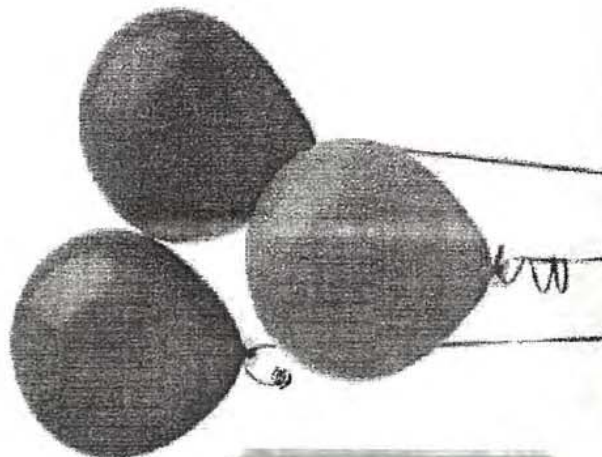
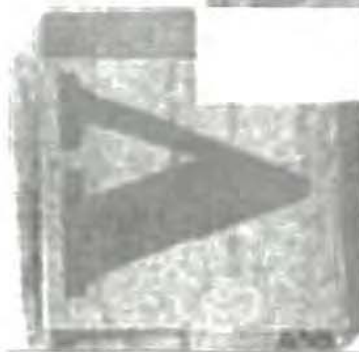
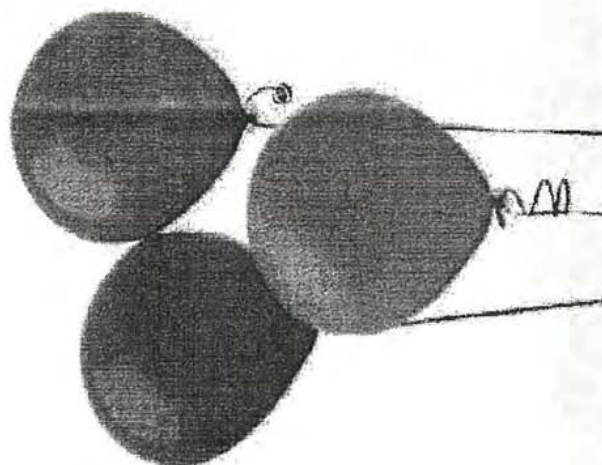
# Doug Mack Photoshop Express

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# Service Awards for Q4

- Joanne Pires                      San Jose                      5 years
- Anne Storer                      San Jose                      10 years
- Karen Prince                      San Jose                      10 years
- Rosemary Arriada-Keiper                      San Jose                      10 years



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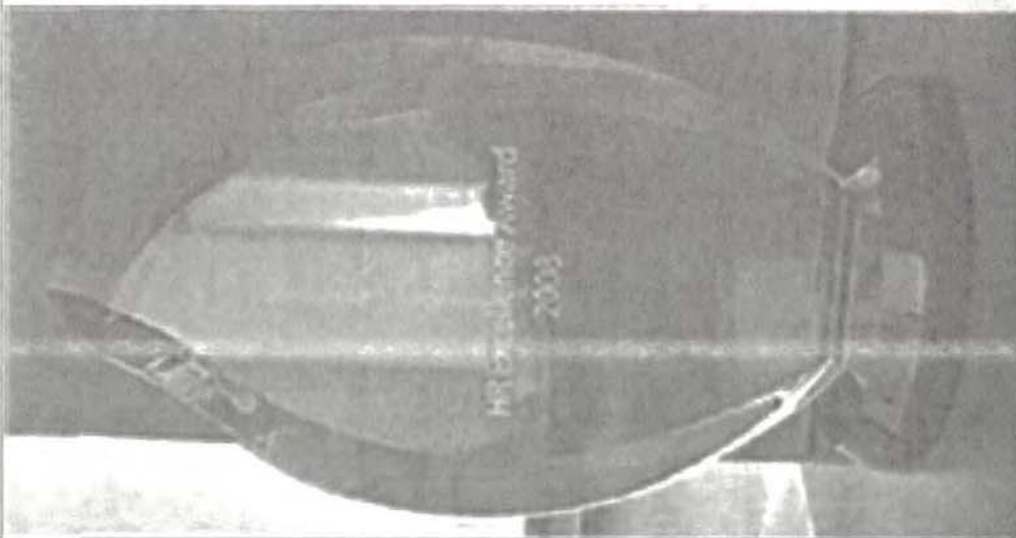


For outstanding teamwork on Leading the  
Global Engagement:

Melissa Daimler

Laura Mills

Lisa America



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## Global Engagement and Survey Team - Special Thanks!

- Jack Gilmore
- Rajesh Rai
- Karen Prince
- Nancy Fontes
- Michelle Smith
- Chris Veilleux
- Barbara Dawson
- Angela Volfer
- Jocelyn Vosburgh
- Guy Worrell

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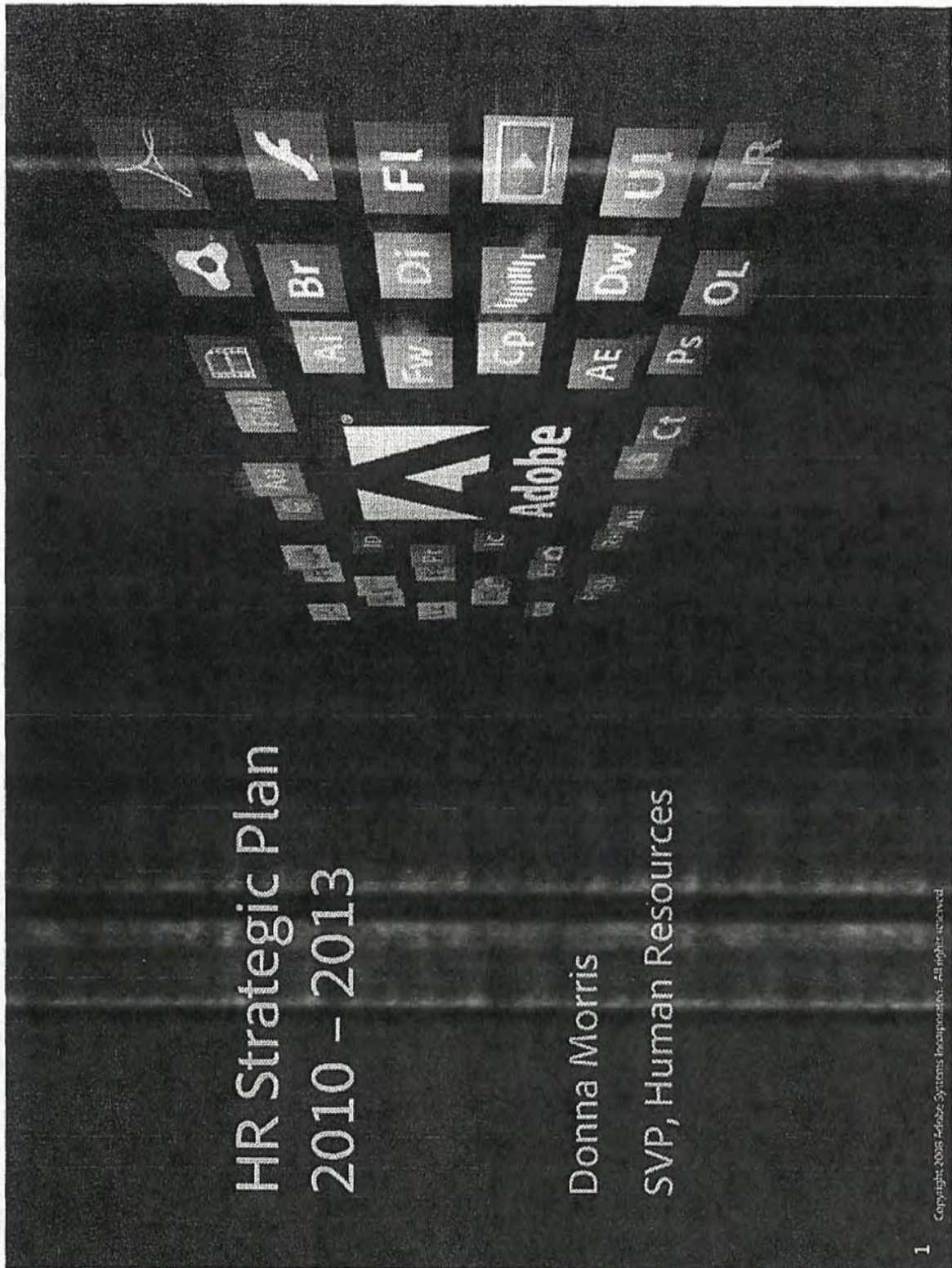
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# EXHIBIT 5

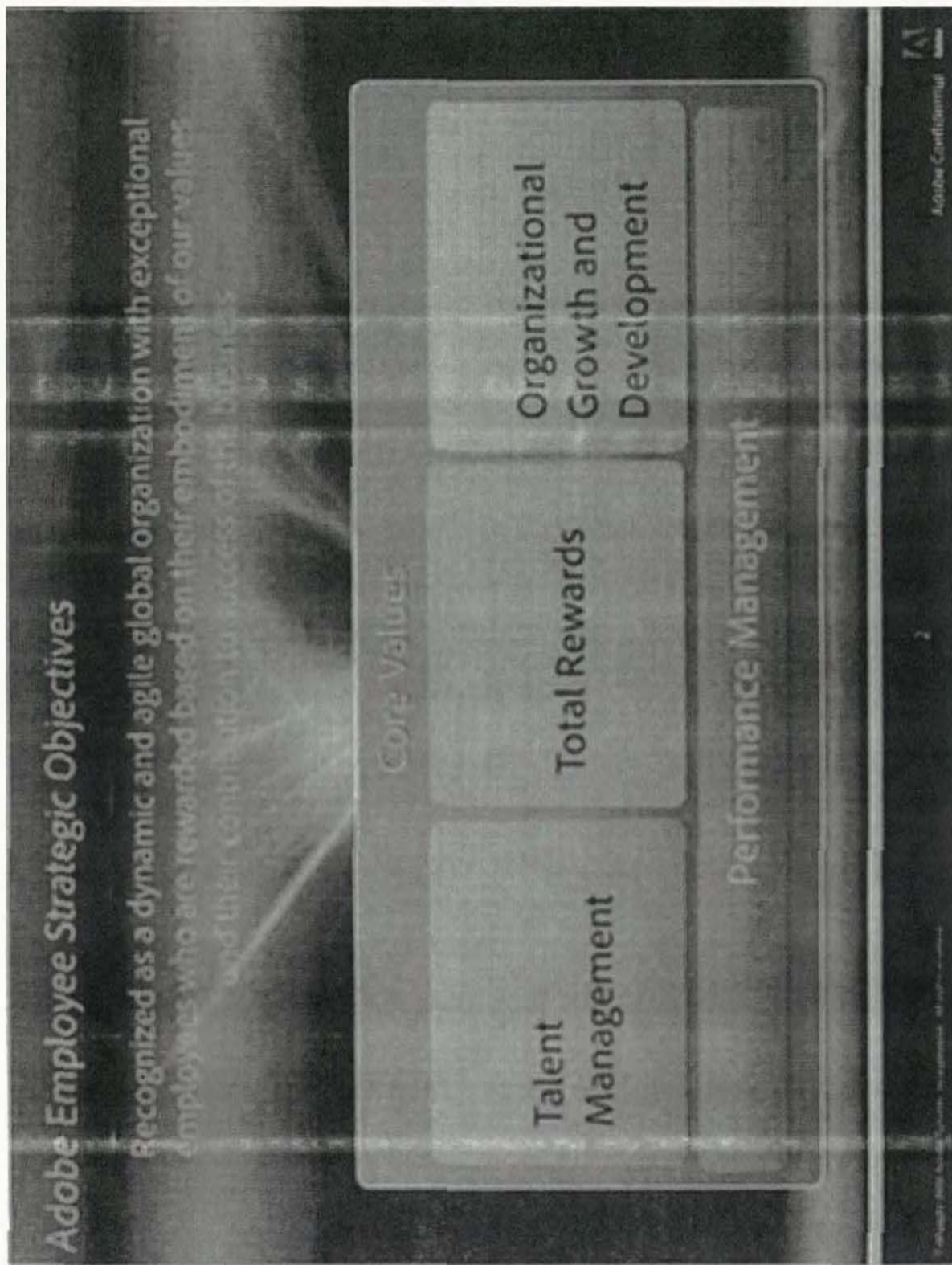
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HR Strategic Imperatives and Success Attributes



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## Key Workforce Trends

### Trends

### Organizational Shifts

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Key Shifts by Strategic Priority

Strategic Priority

Key Shifts



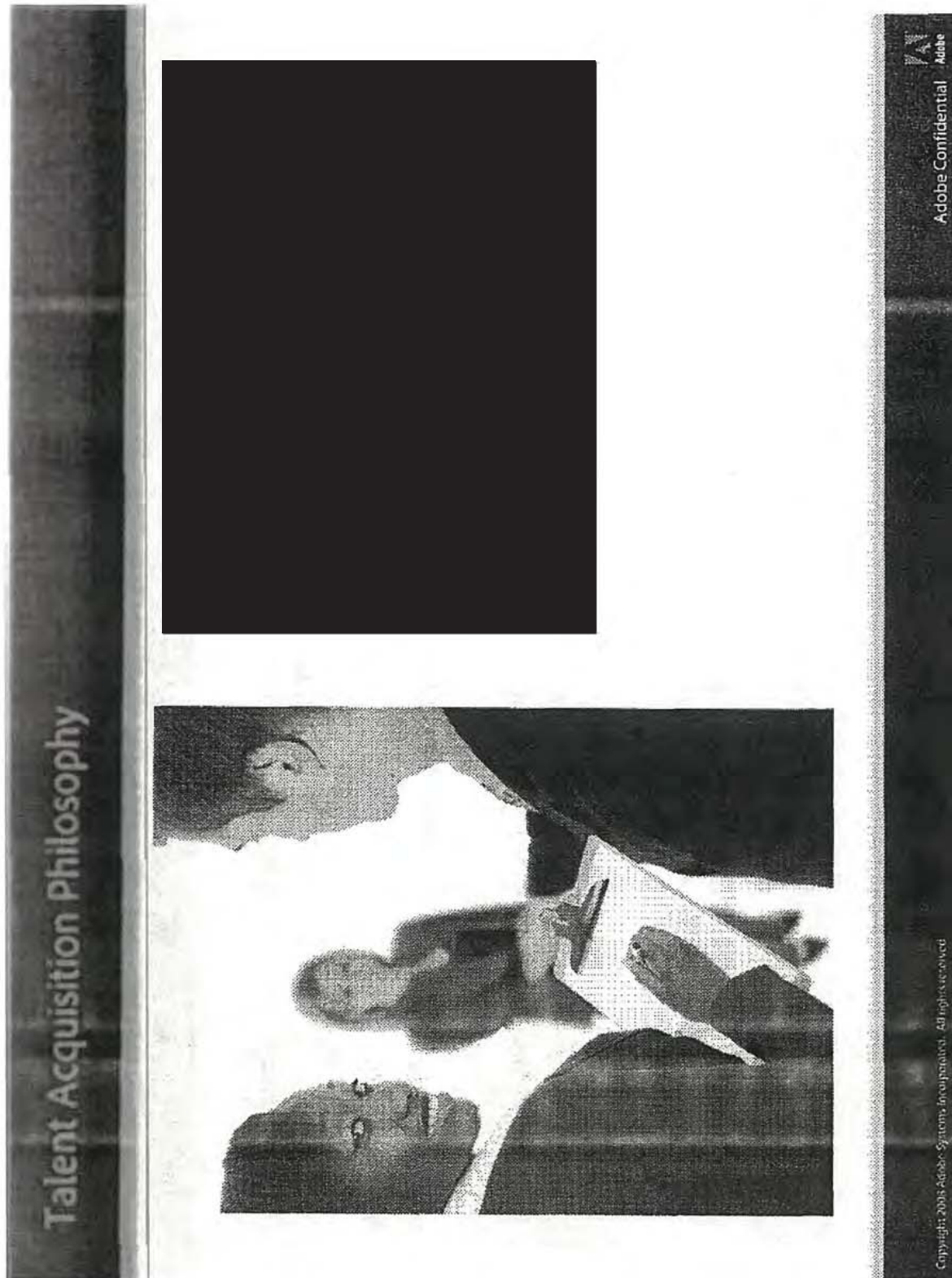
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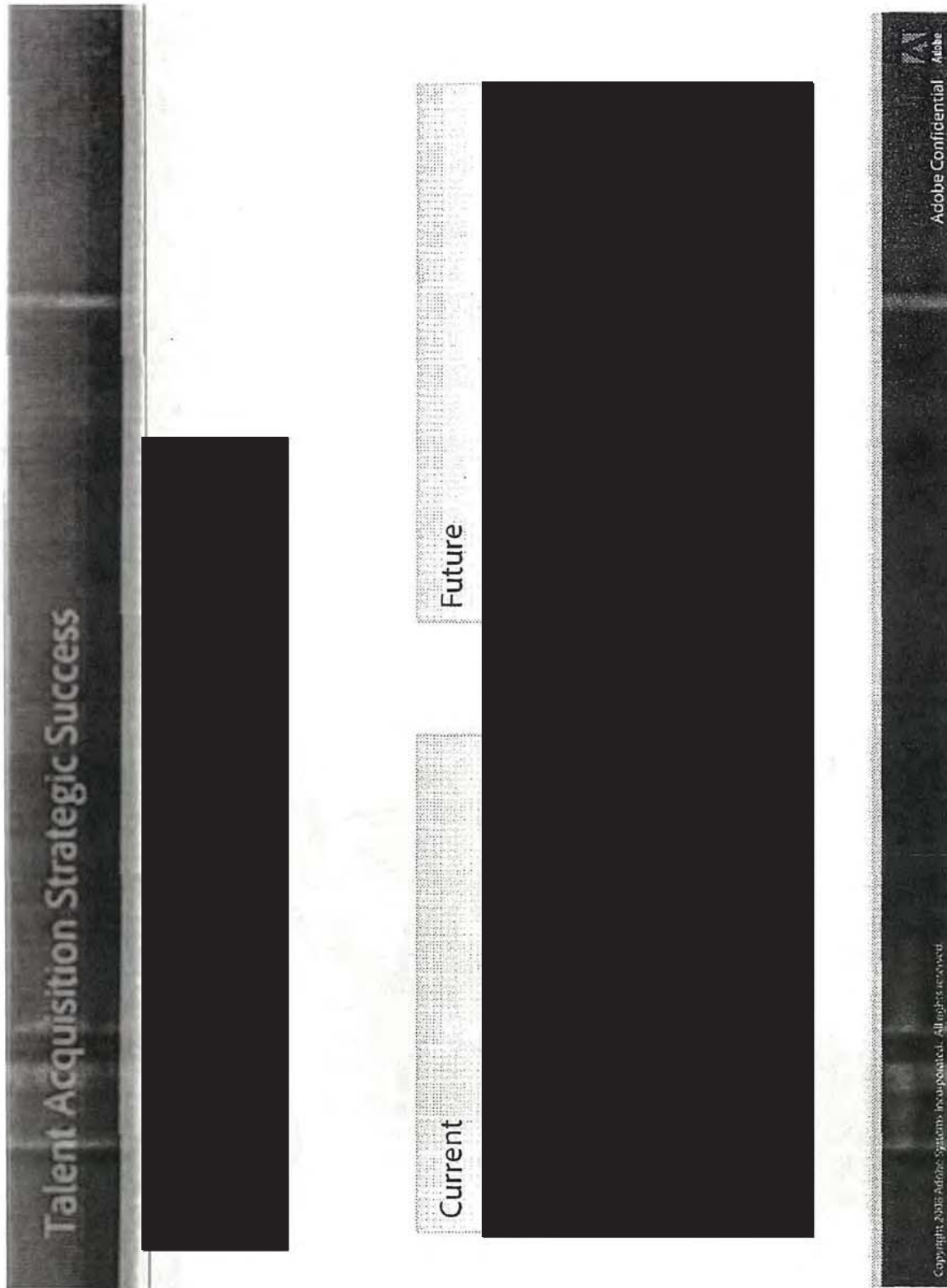
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Performance Management Philosophy



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Performance Management Strategic Success

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## Future State Overview - Managing Performance

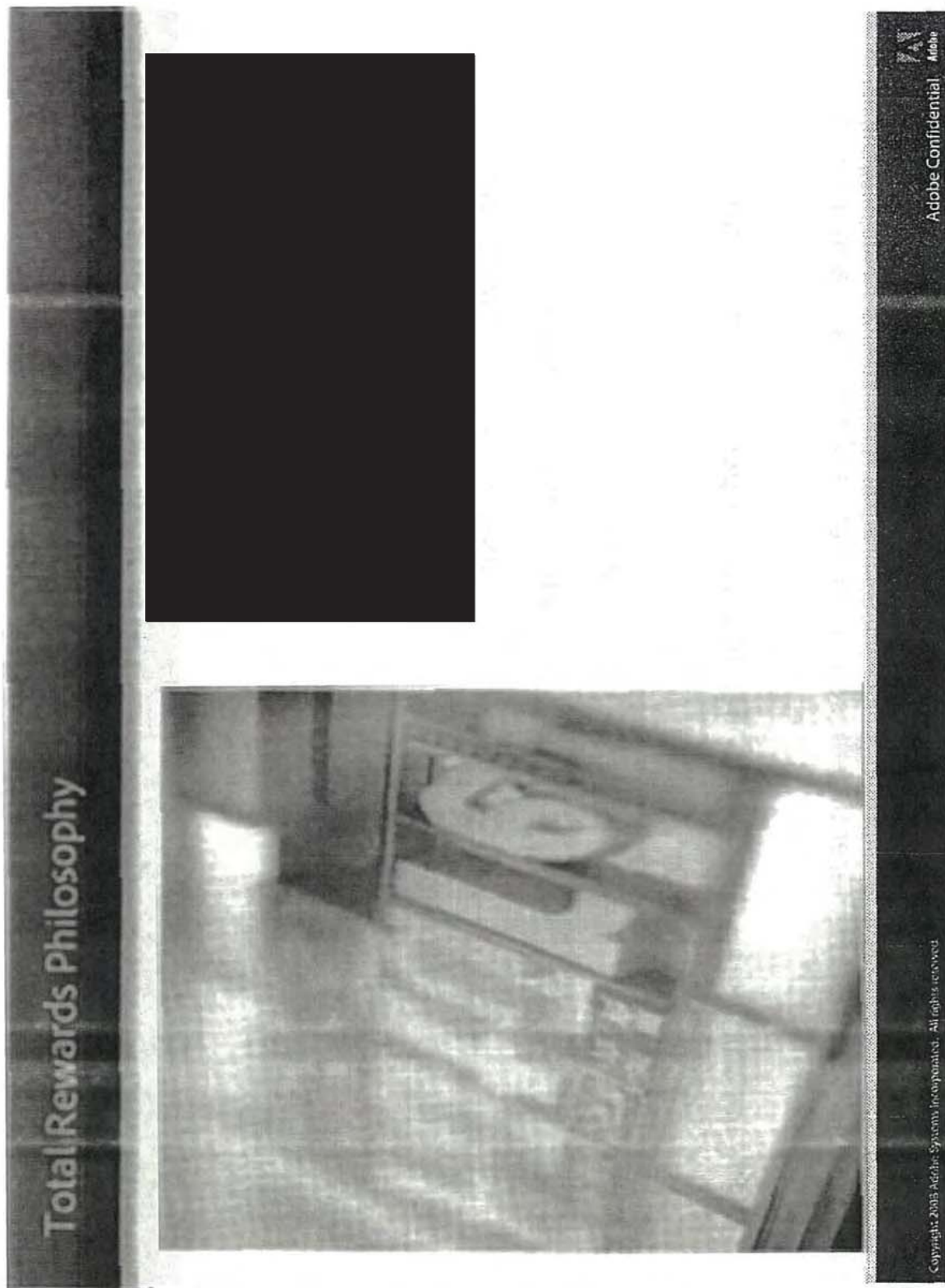


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Total Rewards Strategic Success

Future

Current

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## Future State Overview - Total Rewards Priorities

- Ensure Total Rewards objectives align with, enable and support the company business strategy



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Future State Overview - Aligning Pay to Performance



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## Organizational Growth and Development Philosophy



Growing our key talent to  
provide the internal pipeline  
for tomorrow

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Organizational Growth and Development Strategic Success

Future

Current

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## HR Operations Philosophy

Recognized for global HR excellence by providing the business with best practice processes and systems that provide high impact to the company leveraging centralization and a cost effective approach to HR and business priorities



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## Future State Overview - HR Operations



- Intended outcome is to ensure HR is cross functional to increase efficiencies and effectiveness



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## HR Excellence

Align HR across the function  
to increase agility and  
flexibility, building and  
leveraging capabilities  
resulting in faster execution  
and focus on key strategic  
priorities



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## Future State Overview - Building HR Capabilities

- Build HR capabilities globally to support the business as it continues to evolve and scale



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| 2009 - 2013 Strategic Objectives, Measures and Metrics |              |              |              |
|--|--------------|--------------|--------------|
| Success Metric   | Measurements | 2009 Targets | 2013 Targets |
|  |              |              |              |

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| 2009 - 2013 Strategic Objectives, Measures and Metrics |              |              |              |
|--|--------------|--------------|--------------|
| Success Metric   | Measurements | 2009 Targets | 2013 Targets |
|  |              |              |              |

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# Performance Management Engagement Survey Measurement

- Increase YOY engagement survey metrics related to performance management:

| Focus      | FY 2009 | FY 2010 Target |
|------------|---------|----------------|
| [REDACTED] |         |                |

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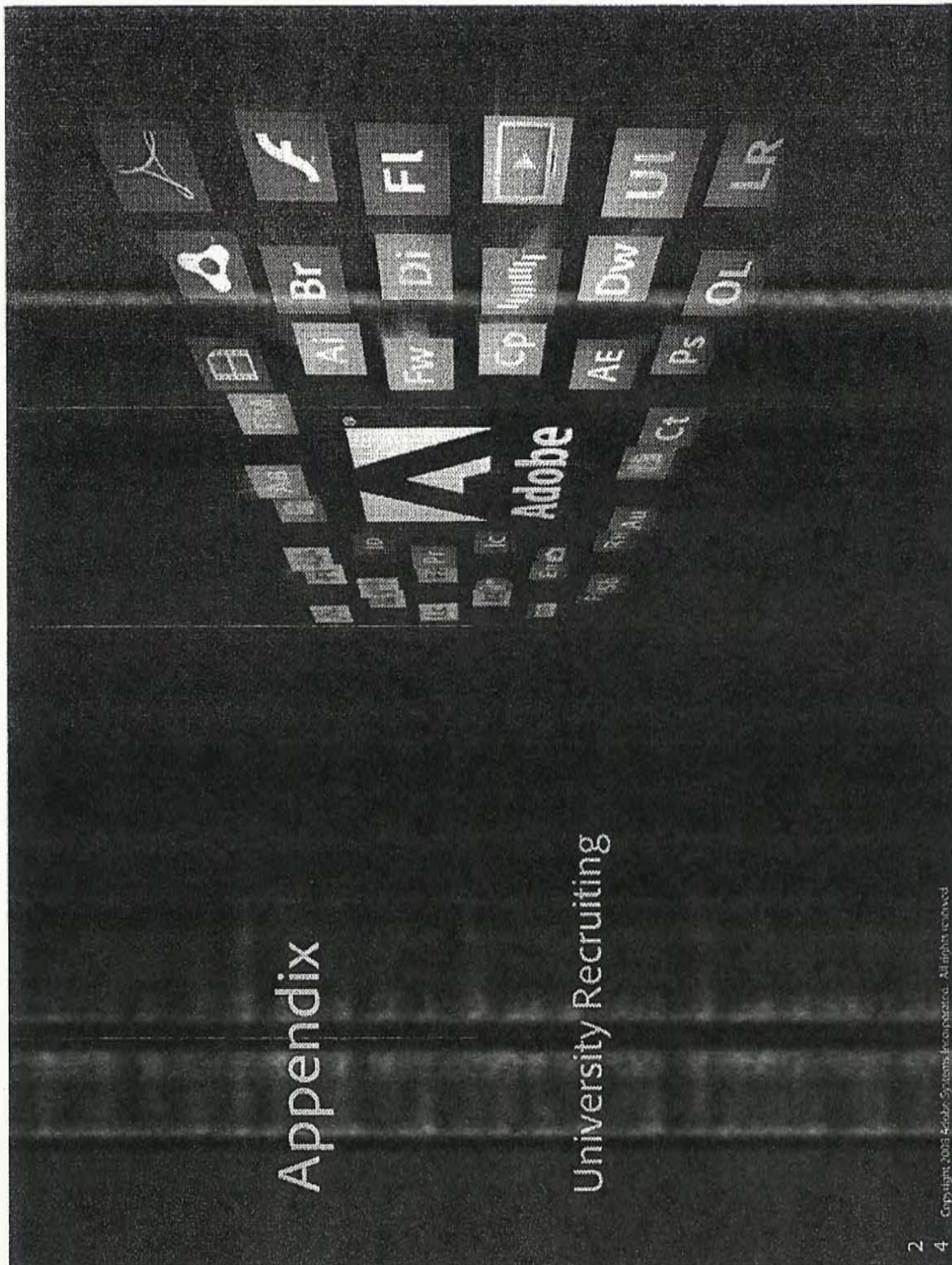
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University Recruiting Operating Plan: Key Shifts



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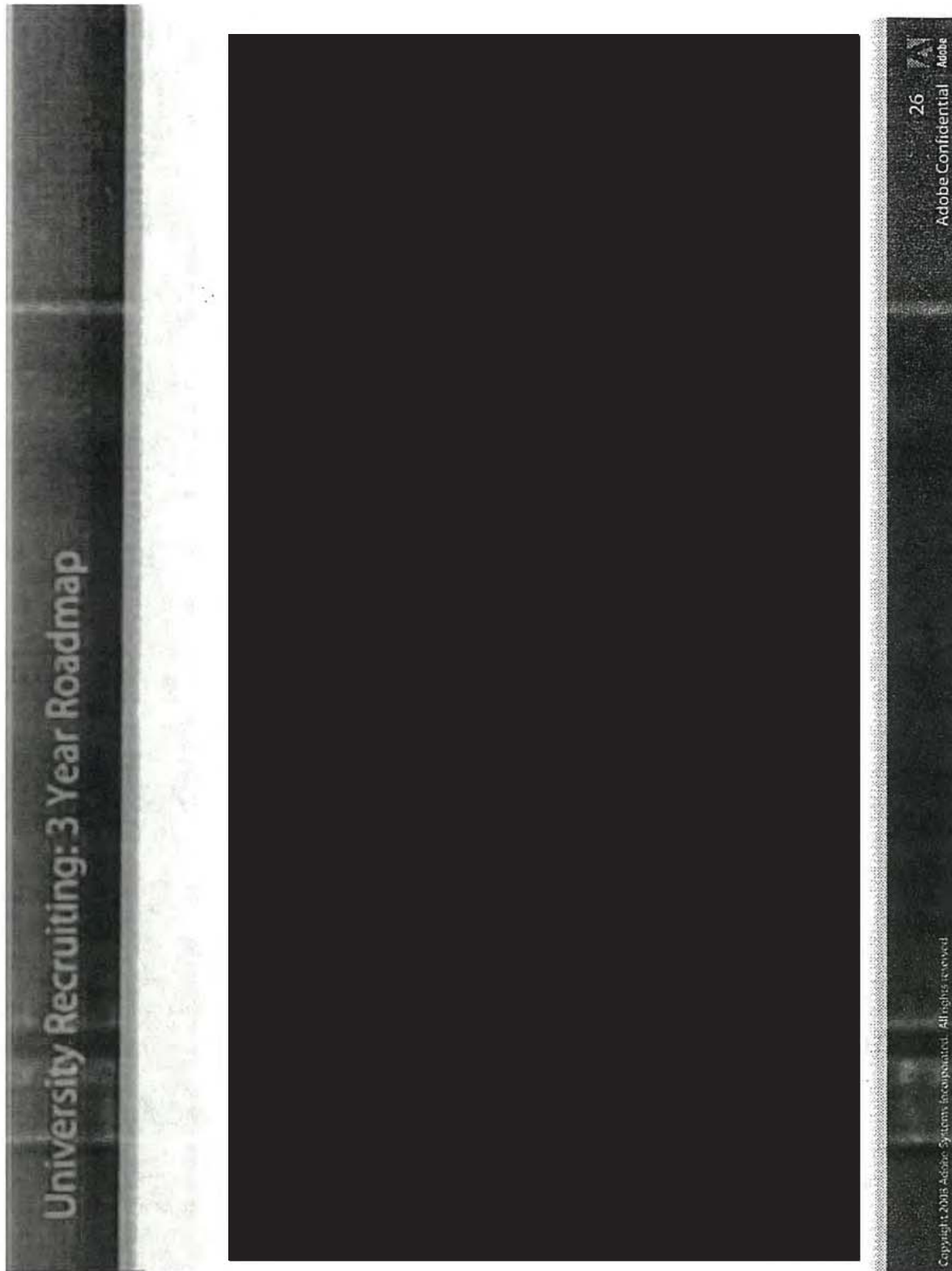
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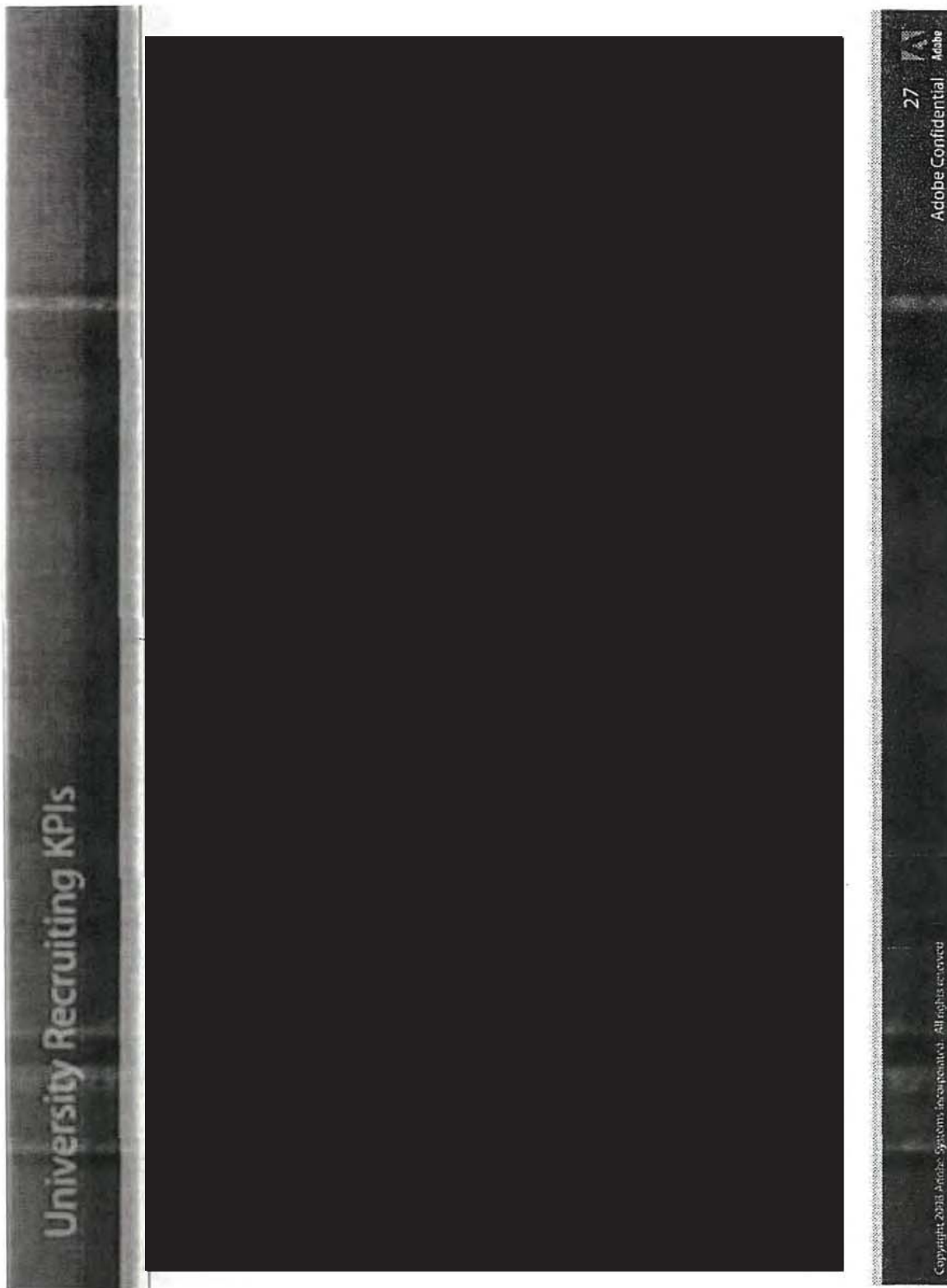
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University Recruiting: FY10 Targeted Universities



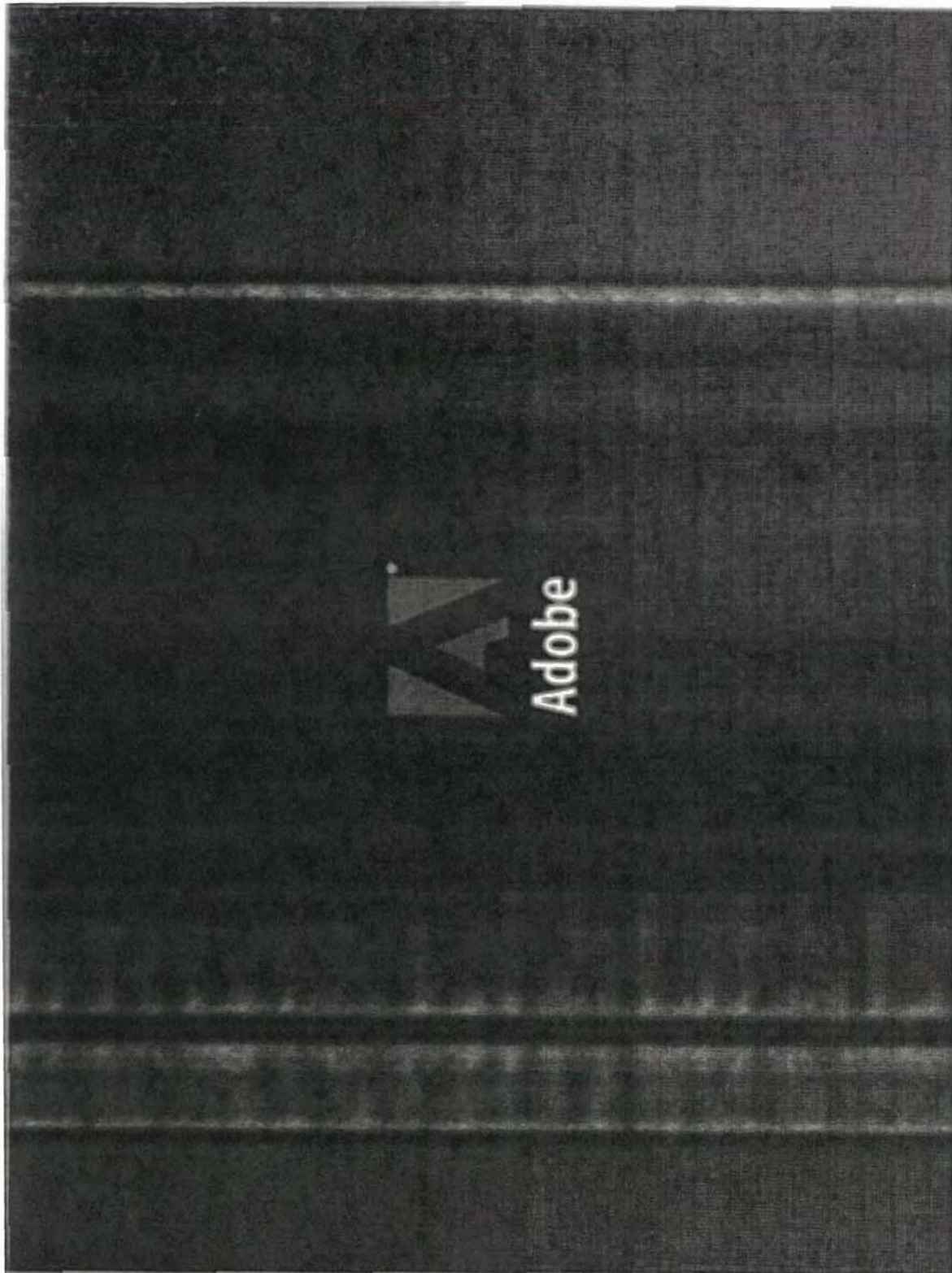
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